



m DEPARTMENT
OF CORRECTIONS

Paul Schnell
Commissioner of Corrections



Our Mission

Transforming lives for a safer Minnesota



Our Vision

Achieving justice through promotion of racial equity, restoration from harm, and community connectedness.

DOC by the Numbers

Employees: approximately 4,300

Total general fund budget: \$1.2 billion (FY20 – 21 biennium)

Prisons: 10

Facility capacity: 9,522 beds (double-bunked)

Current Population: 7,300 adults; approx.

Square feet for facilities: 7.5 million sq. ft.

DOC-provided community supervision: 20,000

DOC district supervision offices: 17

The roles and obligations of the agency:

- **Provide healthcare to those incarcerated, including substance use disorder, sexual offender treatment, mental health, and other rehabilitative programs**
- **Provide transition planning and other reentry services**
- **Provide education to those incarcerated**
- **Inspect and license county jails and juvenile detention facilities**
- **Approve Community Correction Act (CCA) County comprehensive plans and facilitate the pass-through funding to CCA and county probation office counties**
- **Provide correctional supervision services in a variety of Minnesota counties**

Correctional Facilities



MCF-Shakopee
built 1986
capacity: 656



MCF-Faribault
opened 1989
capacity: 2,026



MCF-Lino Lakes
built 1963
capacity: 1,325



MCF-Red Wing
built 1889
capacity: 45-A, 88-J



MCF-Rush City
built 2000
capacity: 1,018



MCF-Oak Park Heights
built 1982
capacity: 444



MCF-St. Cloud
built 1889
capacity: 1,058



MCF-Stillwater
built 1914
capacity: 1,484



MCF-Togo
built 1955
capacity: 90



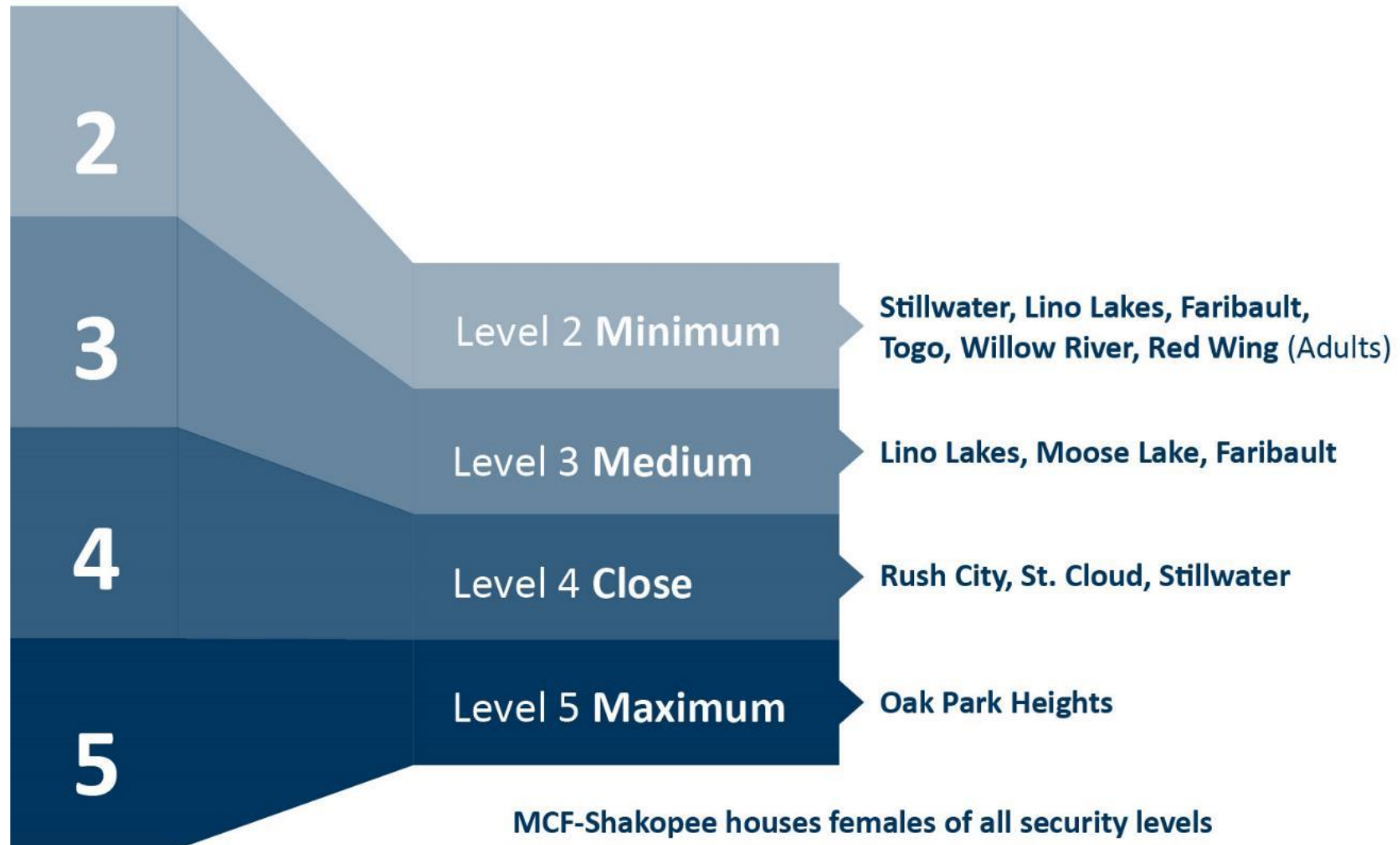
MCF-Moose Lake
built 1938
capacity: 1,057



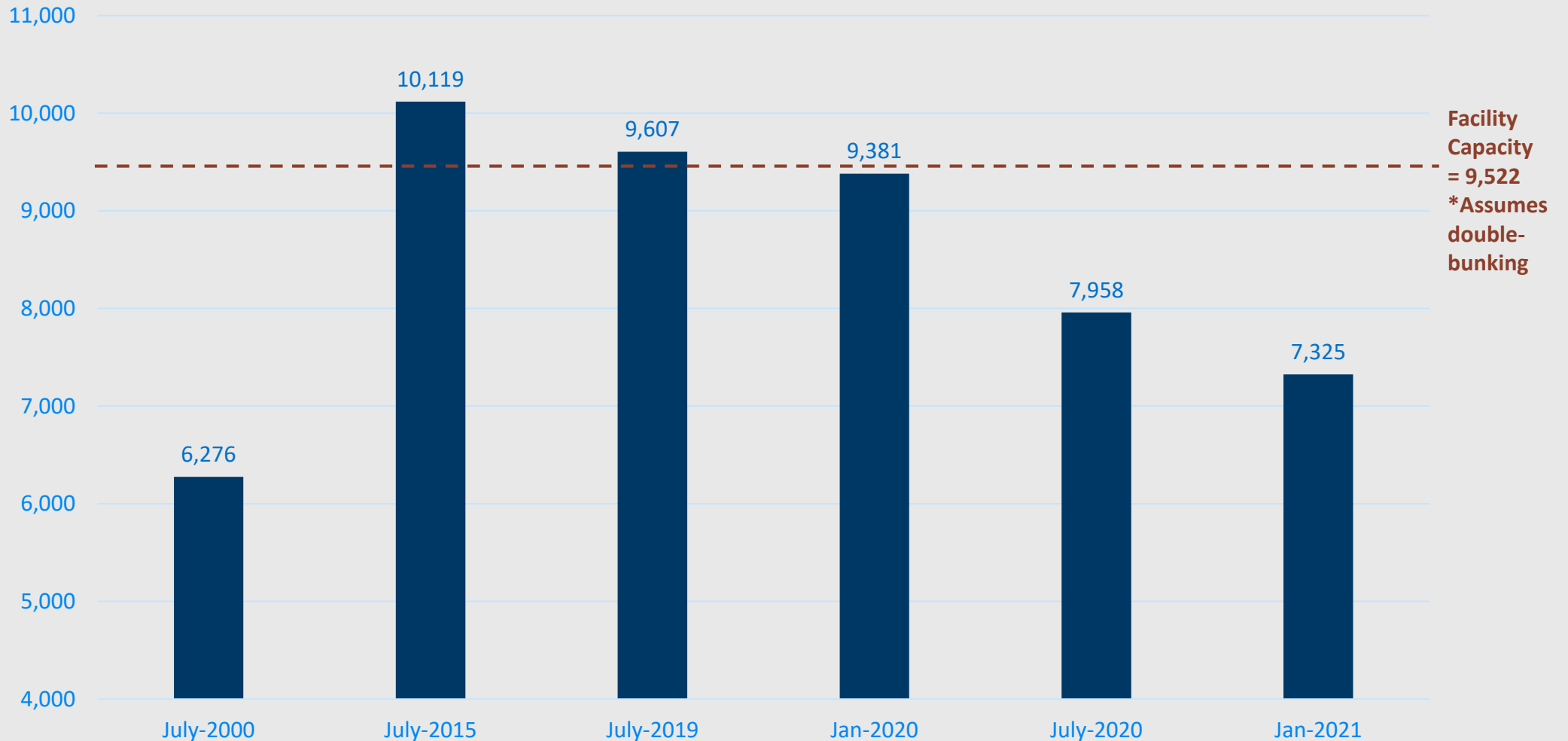
MCF-Willow River
built 1951
capacity: 177



Adult Facilities



Adult Prison Population: Then and Now



Minnesota relies heavily on community supervision

- Minnesota has the 4th lowest incarceration in the nation but has the 5th highest supervision rate in the nation.
- 7,200 individuals in the community on supervised release statewide*
- ^100,000 adults and youth on probation supervision statewide—all agencies
- Three delivery systems for community supervision

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VISION: Achieving justice through promotion of racial equity, restoration from harm, and community connectedness.

AGENCY REORGANIZATION

- Reorganize the agency to break down silos, improve communication both vertically and horizontally, increase cross-unit efficiencies, improve agency leadership awareness, and reduce costs.
- Develop a comprehensive intake, assessment, and program planning process that focuses on the human being, not the conviction, to achieve transformation with the goal of achieving zero warehousing.
- Establish and implement agency research and performance measurement systems to inform organizational decision-making and public transparency.
- Practice servant leadership at every level within the agency to grow and develop staff, build trusting teams, and achieve results.

TRANSFORMATIVE PROGRAMMING

- Increase public engagement in the creation and revision of agency programs and policies.
- Increase use of evidence-based practices in the rehabilitation of people who are incarcerated, or under supervision.
- Increase number of people released from prison who obtain housing, employment, enroll in education, or actively engage in community treatment by 90%.
- Increase intervention partnerships to effectively deliver community-based programs.
- Reduce disproportionate rate of American Indians and youth of color in the juvenile justice system by 20%.
- Reduce number of readmissions by 70%, through community supervision and supportive services.
- Increase enrollment in classroom college by 400% and enroll 250 people in DOC technical training leading to Minnesota State associate degrees.
- Improve the experience and outcomes for incarcerated parents and their children.

SAFETY AND WELLBEING

- Continue to implement plans to reduce the spread of COVID-19 across the agency.
- Protect all staff, incarcerated individuals, victim survivors, and clients under supervision from additional harm and injury.
- Practice equity and inclusion to transform the workplace culture to a healthier and more successful environment.
- Improve the quality of the experiences of new employees entering the agency.
- Embed a culture of wellbeing across the agency.
- Provide sufficient resources and effective training to DOC staff and community partners to reach zero re-victimization of victim survivors.
- Provide incarcerated persons with the healthcare needed and access to healthcare upon reentry while under community supervision.

Transformative Programming

- System-involved and public engagement in the creation of agency programs and policies
- Increased use of evidence-based practices
- Increase intervention partnerships to effectively deliver community-based programs
- Increase technical and college training by 400%
- Improve experience and outcomes for incarcerated parents and their children
- Through robust release planning increase the number of people released from prison who obtain housing, gain employment, enroll in education, or engage in community-based treatment by 90%
- Reduce violation readmissions by 70% through community supervision and access to supportive services.

Safety & Wellbeing

- Continue efforts to mitigate introduction and spread of COVID-19
- Protect all staff, the incarcerated population, crime victim survivors, and those under supervision from injury or further harm
- Prioritize equity and inclusion practices to create a healthier workplace culture
- Improve new employee onboarding and supports
- Embed a culture to wellbeing across the agency
- Provide resources and training to DOC staff and partners with the goal of zero re-victimization of victim survivors
- Provide quality healthcare to address acute needs of incarcerated people and access to reentry health resources

Agency Reorganization

- Reorganize the agency to reduce siloing, improve communication, increase cross-unit collaboration, improve oversight and reduce costs.
- Establish and implement agency research and performance measurement systems to inform organizational decision-making and public transparency.
- Implement a comprehensive intake, assessment individual program planning process that focuses on individualized needs with the goal of transformation.
- Develop and grow trusting service-oriented teams focused on the achievement of transformational results.
- Practice servant leadership at every level of the agency.

Person-Centered Approach



Person Centered Approach



A comprehensive intake and assessment process that focuses on the individual strengths and needs of the people we serve.

- Assessment and planning are meaningful, ongoing processes that identify individual recovery goals, strengths and resources, needs, and barriers to recovery.



Multi-disciplinary teams work in partnership with the people we serve to design and deliver transformational services.

- Person-centeredness is a way of thinking and practice that focuses on helping those we serve navigating services to meet their needs.

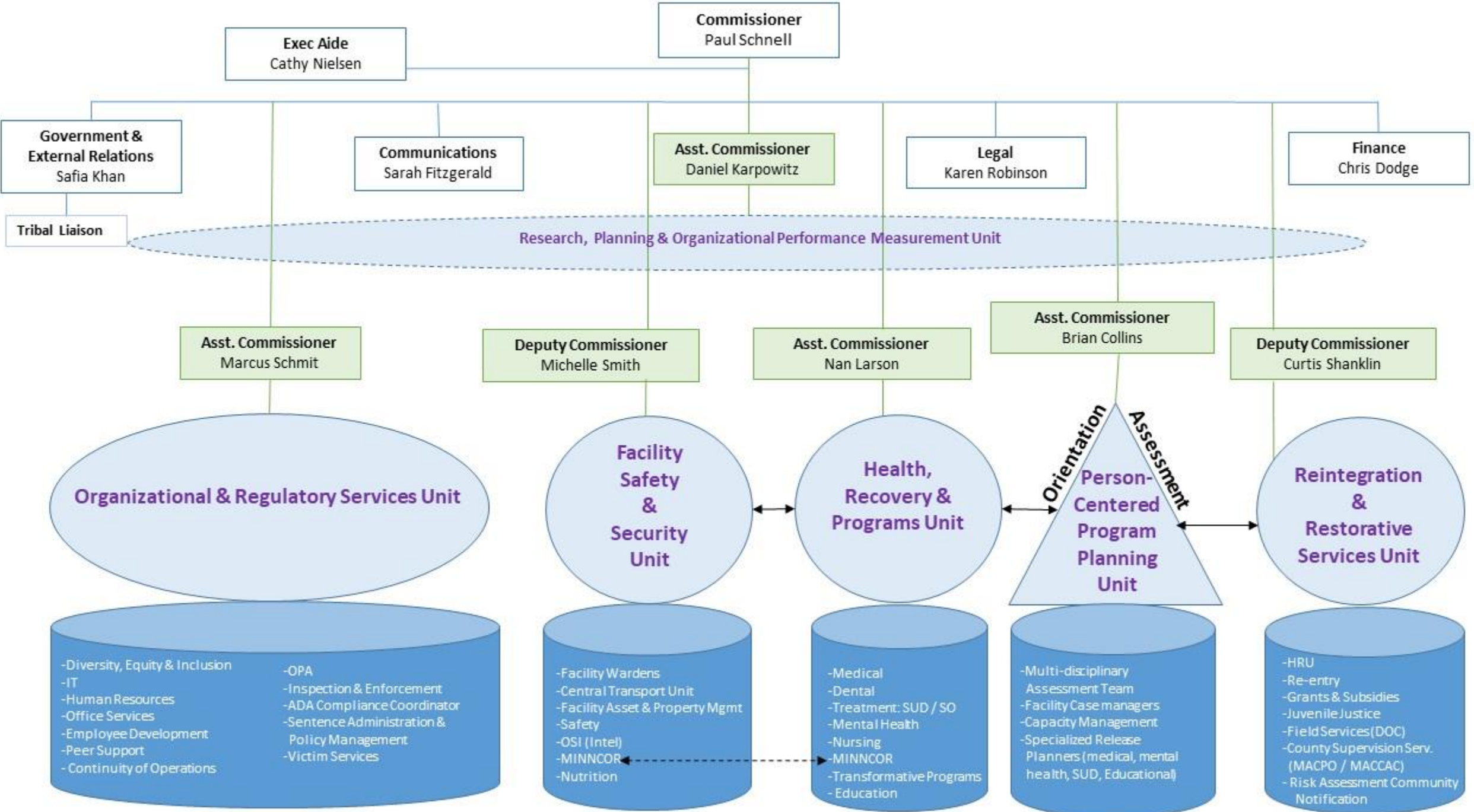


Individualized, front-end loaded program plans developed in a truly collaborative process by the people we serve and our staff.

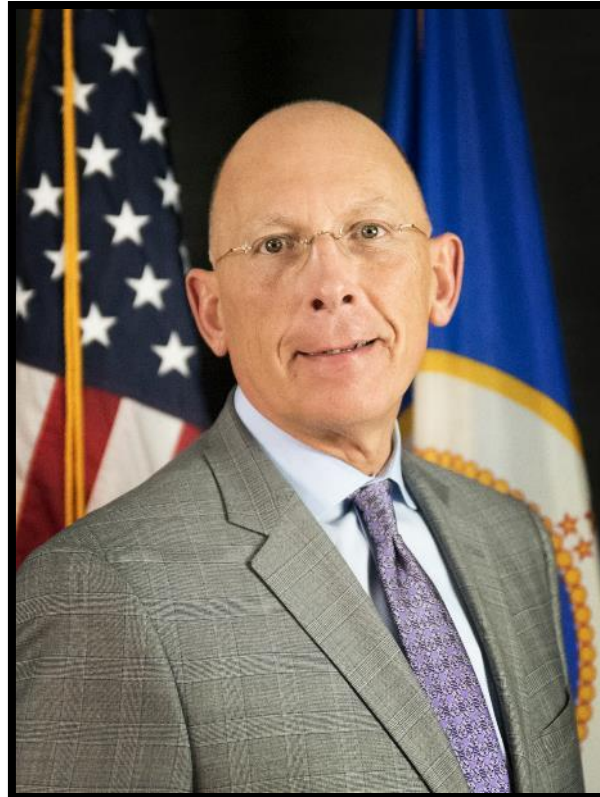
- Person-centered program plans are comprehensive and regularly updated, focusing on addressing both physical and behavioral health, service coordination, and integrated goals.

A New Organizational Structure

Building An Organization That
Transforms Lives



DOC Executive Team

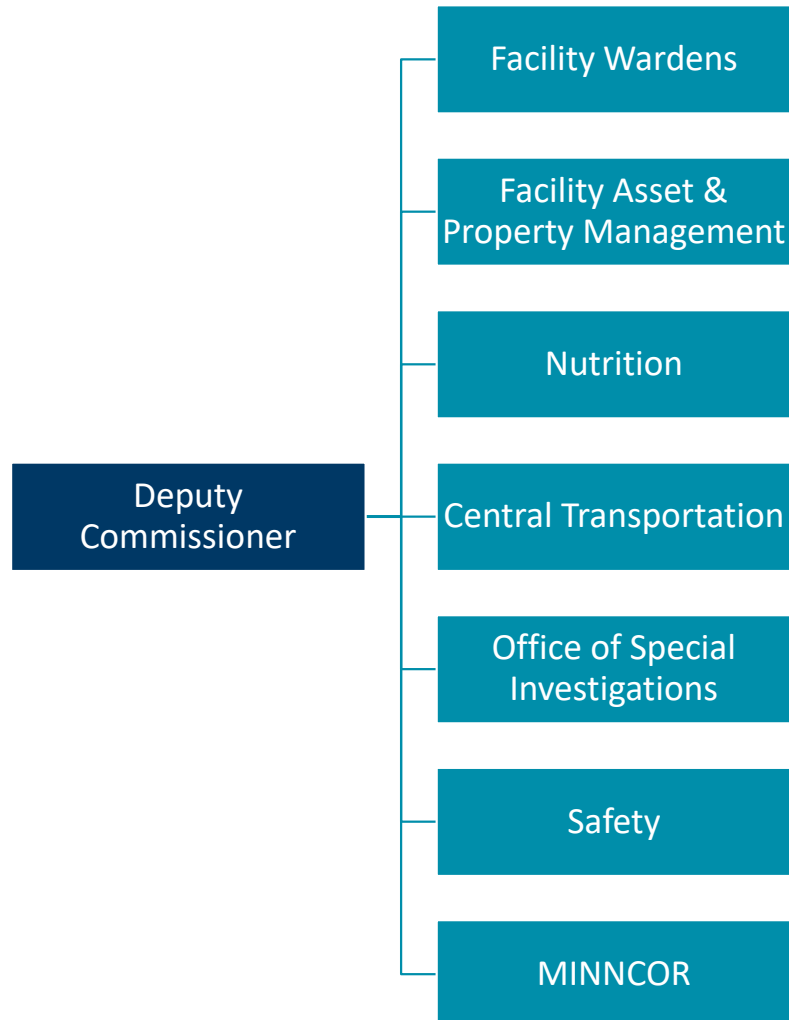


Commissioner Paul Schnell

Facility Safety and Security Unit



***Deputy Commissioner
Michelle Smith***



Reintegration & Restorative Services Unit



***Deputy Commissioner
Curtis Shanklin***

Deputy Commissioner

County Supervision
Services

Community Supervision

Field Services

Juvenile Justice

Grants & Subsidies

Re-Entry

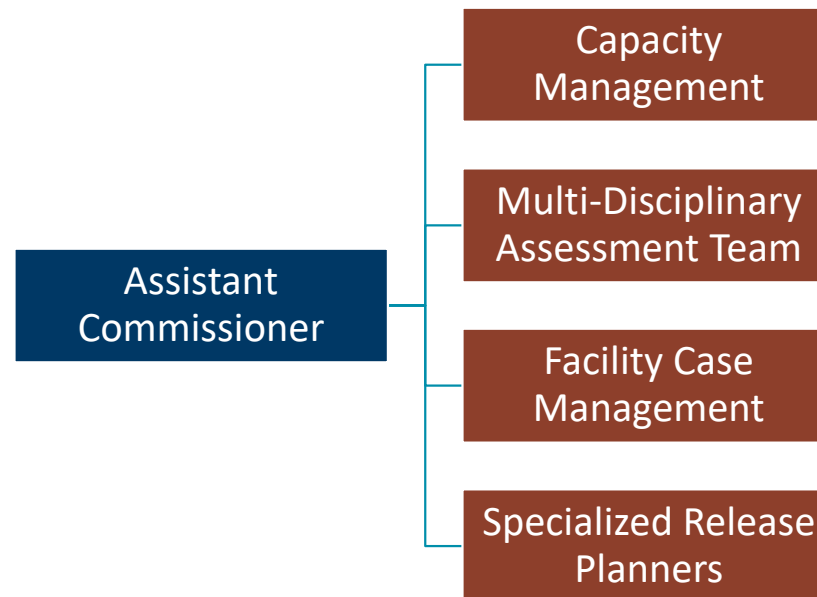
Hearings & Release

Risk Assessment/
Community Notification

Person-Centered Program Planning Unit



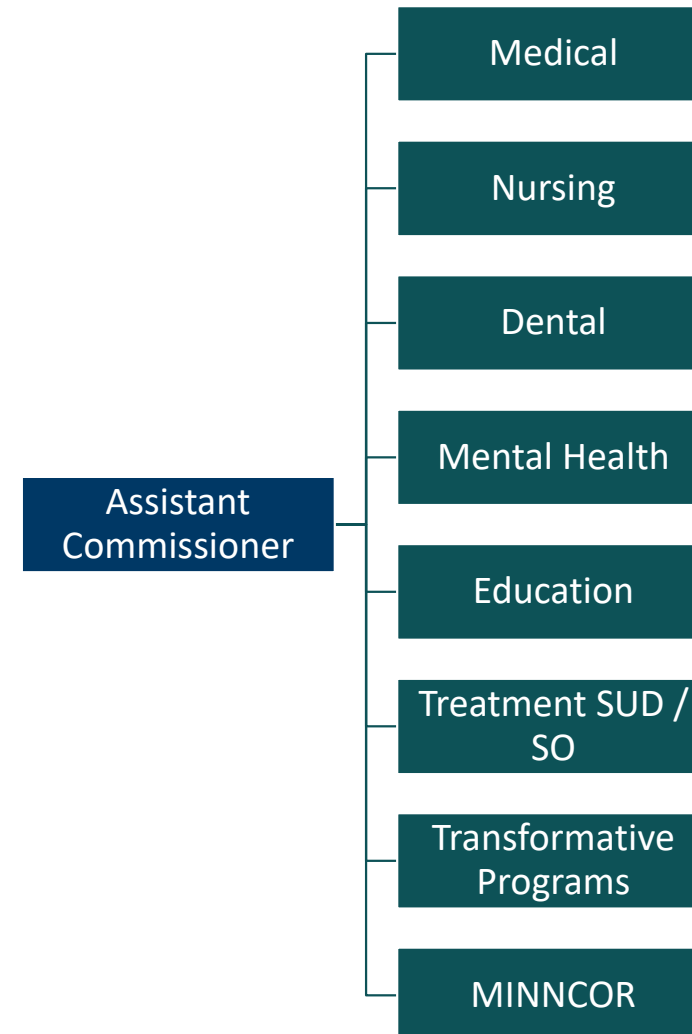
*Assistant Commissioner
Brian Collins*



Health, Recovery & Programs Unit



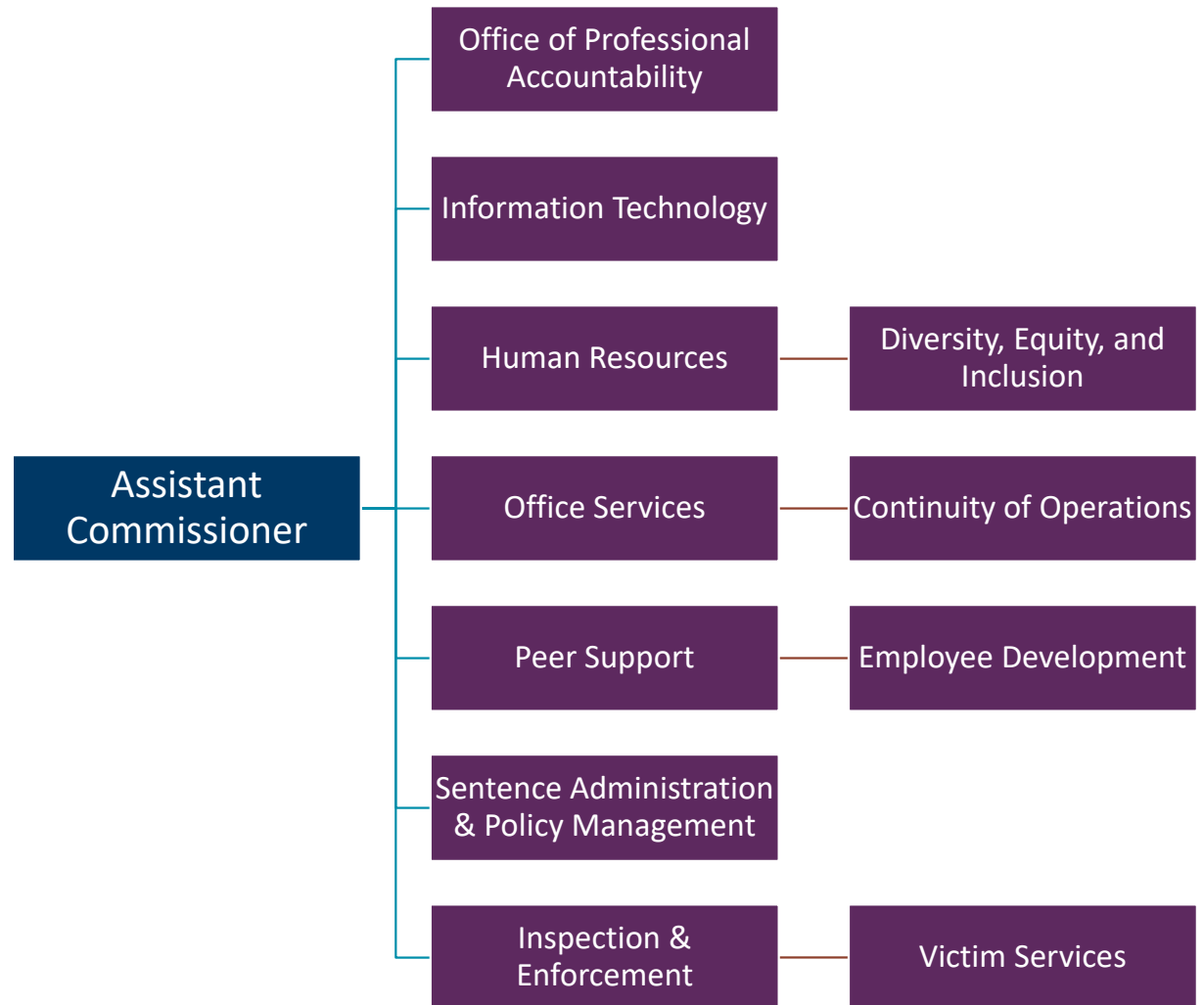
*Assistant Commissioner
Nanette Larson*



Organizational & Regulatory Services Unit



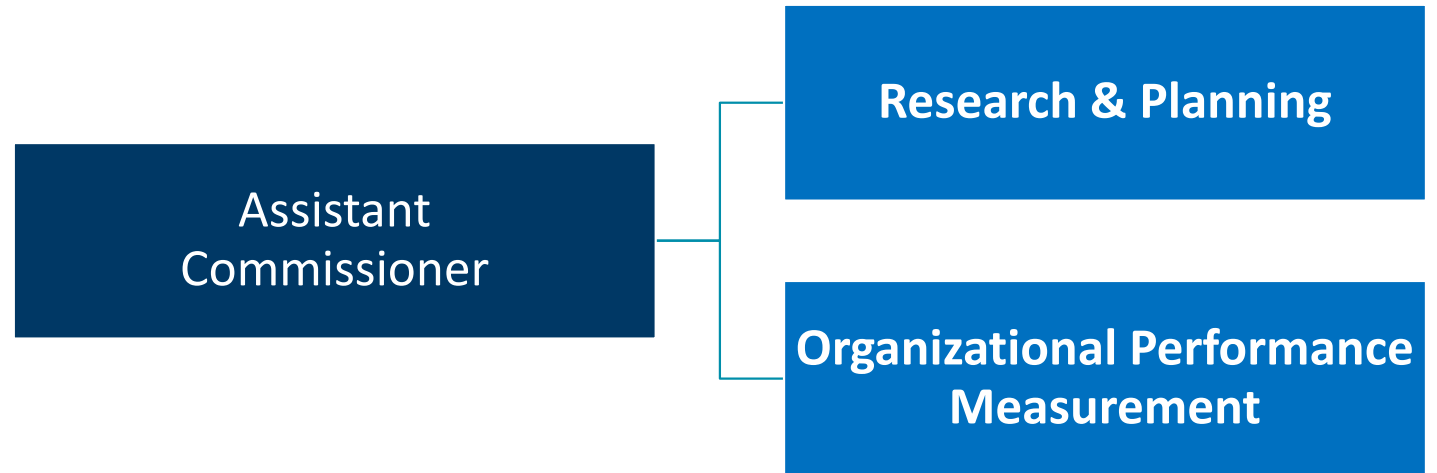
*Assistant Commissioner
Marcus Schmit*



Research, Planning & Organizational Performance Measurement Unit



*Assistant Commissioner
Daniel Karpowitz*





Communications – Sarah Fitzgerald

- Internal and external communications
- Media strategy
- Social media, internal and external website, newsletter, recruitment



Government and External Relations – Safia Khan

- Legislative affairs and intergovernmental relations
- Liaison to the Governor's office and the legislature
- External relations with key partners
- Oversee tribal relations for the Department



Finance – Chris Dodge

- Biennial budget planning and development
- Spending plans and financial reporting
- Agency accounting/finance operations
- Ensure proper use of financial resources
- Fiduciary responsibility for funds of incarcerated individuals



Legal – Karen Robinson

- Supports agency management to ensure legal compliance in the advancement of the mission
- Represents agency staff in work-related litigation

Questions?